

Hard facts, soft skills

Porto 8-1/10-1 Edwin Kanters





Introduction

- Immunologist in cardiovascular research
- Lecturer at the university (med and life science bachelor, research master students)
- Boardmember ARMA-NL professional development
- Research master manager 2009-2016
- Working group 1 leader BESTPRAC (together with Virag)
- EC project advisor at VU university Amsterdam and Amsterdam UMC (advising projects and teaching RMA and researchers)

But what does that really tell about me!



My vision on education

- Holistic
- Commitment, engagement, empowerment and belonging
- Self-motivation and drive
- True change
- The 20/80 % rule
- Fit like a glove
- Be a complete puzzle
- The learning over-time



Hard facts

- Research master students working on soft skills and a programme focussed on commitment, engagement, empowerment and belonging do better
 - Increase in number of Cum Laude students
 - Increase in number of students in PhD positions
 - Increase in number of students obtaining grants and high impact papers early in their career
 - This results in a TOP RATED programma for more than 4 years in a row



Use the lessons learned on RMA programme

- A course is not a programme
- A programme should be carefully designed
- No one size fits all, customisation of every programme
- Hard skills less important than soft skills



Use the lessons learned on RMA programme

- Design learning in over-time (90 min plus) (this is not overdrive)
- Sometimes people want to learn something but they themselves do not know what.
- Touch upon the soft skills nobody talks about.



Some examples

- Peer-peer learning
- Softskillslab
- Consistent learning curve
- Put people in one room
- Enigizers
- And ice breakers
- Bring students in an active mode



Questions